

Module Title:	Human Resource Management
Credits:	10
NFQ Level:	6
Module Delivered In	1 programme(s)
Teaching & Learning Strategies:	<p>Lectures - communication of knowledge and ideas from the lecturer to the student. Problem Solving Exercises - student will work as part of a team and will work together to resolve various HRM scenarios. Class Discussion/Debate - Students will be encouraged to actively participate in the class sessions which will develop their analytical and communication skills. E-Learning - It is envisaged that the module will be supported with on-line learning materials. Self-Direct Independent Learning - the emphasis on independent learning will develop a strong and autonomous work and learning practices.</p>
Module Aim:	<p>This module explains and describes the nature and history of Human Resource Management. It aims to equip learners with the knowledge and skills to apply appropriate practice across all aspects of the Employee Resourcing Process and the management of Employee Performance. Finally, learners will be introduced to Industrial Relations in terms of the parties and processes involved.</p>
Learning Outcomes	
<i>On successful completion of this module the learner should be able to:</i>	
LO1	Describe the nature and history of Human Resource Management
LO2	Describe and explain the core functions of Human Resource Management
LO3	Describe the parties involved in Industrial Relations in the Irish context
LO4	Apply appropriate processes to relevant Human Resource Management and Industrial Relations activities
Pre-requisite learning	
Module Recommendations	
<i>This is prior learning (or a practical skill) that is recommended before enrolment in this module.</i>	
No recommendations listed	
Incompatible Modules	
<i>These are modules which have learning outcomes that are too similar to the learning outcomes of this module.</i>	
No incompatible modules listed	
Co-requisite Modules	
No Co-requisite modules listed	
Requirements	
<i>This is prior learning (or a practical skill) that is mandatory before enrolment in this module is allowed.</i>	
No requirements listed	

Module Content & Assessment
Indicative Content
Introduction

The nature, context and history of Human Resource Management.

Human Resource Planning

The purposes of Human Resource Planning. The Process of Human Resource Planning.

Job Analysis

The nature and role of Job Analysis. Methods of carrying out a Job Analysis. Documentation produced by Job Analysis. The nature of competencies and Competency profiles.

Recruitment

Recruitment methods. Alternatives to recruitment.

Selection

Methods of selection. Best practice in selection Interviewing. The Legal context of selection processes.

Training and Development

The nature of Training and development. An effective Training and development Process.

Performance Management

The nature and purposes of Performance management. Ineffective approaches and methods of Performance Management. The many requirements of an effective Performance management System.

Reward Management

Purposes of reward Systems. Components of the reward Package. Influences on Pay levels. Types of Pay Systems.

Health and Safety Management

The legal context of Health and Safety Management. An effective approach to Health and Safety Management. The role of HR in creating a health and safety culture in the organisation. Workplace Bullying.

Industrial Relations

The parties involved in Industrial Relations. Disciplinary Management. Grievance Handling. Managing the negotiation process.

Assessment Breakdown	%
Continuous Assessment	30.00%
End of Module Formal Examination	70.00%

Continuous Assessment

Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Other	In class examination (term 1)	1,2	15.00	Week 10
Project	Group/individual project and presentation.	1,2,3,4	15.00	Week 23

No Project

No Practical

End of Module Formal Examination

Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Formal Exam	End-of-Semester Final Examination	1,2,3,4	70.00	End-of-Semester

SETU Carlow Campus reserves the right to alter the nature and timings of assessment

Module Workload

Workload: Full Time		
<i>Workload Type</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	Every Week	3.00
Independent Learning Time	Every Week	4.00
Total Hours		7.00

Workload: Part Time		
<i>Workload Type</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	Every Week	1.50
Independent Learning Time	Every Week	5.50
Total Hours		7.00

Module Delivered In

Programme Code	Programme	Semester	Delivery
CW_BBPT_D	Bachelor of Business with Options in Management. International Business, Supply Chain Management, Marketing, Human Resource Management	2	Mandatory